Human Resources and Social Development Canada

LABOUR PROGRAM

Workplace Bulletin

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The *Workplace Bulletin,* issued by the **Labour Policy and Workplace Information,** Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge,** add your name to our mailing list.

The Labour Policy and Workplace Information offers more information than what is listed below; go to http://www.hrsdc.gc.ca/en/lp/wid/info.shtml for a complete listing of products and services.

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Wage Settlements

Wage Settlements Covering 500 or More Employees
November 2006

Major collective bargaining settlements reached in November 2006 provided base-rate wage adjustments averaging 2.6% annually over the contract term, up from the 1.7% average recorded in the previous month. The results for November 2006 are based on a review of 20 major settlements reached and cover 33,920 employees.

When the parties to these settlements previously negotiated, contract duration averaged 34.1 months and the resulting wage adjustments averaged 3.5%, higher than in their current round of settlements (2.6%); average contract duration for major agreements in November 2006 was 39.9 months.

Wage adjustments in November settlements ranged from a wage freeze for 750 plant employees with the Lear Corporation in Kitchener, Ontario, to a high of 6.0% for 530 lecturers with Carleton University in Ottawa, Ontario.

Wage adjustments in the public sector averaged 3.1% for 23,780 employees in 13 agreements. Private-sector wage adjustments averaged 1.4% for 10,140 employees in 7 settlements.

On a jurisdictional basis, Alberta reported the largest average wage adjustment at 4.0%. The second largest average increase was posted in Quebec at 3.2%. The smallest average wage adjustment was recorded in Newfoundland and Labrador at 1.7%.

On an industry basis, the largest wage adjustment was in the transportation sector at 4.0%. The lowest average adjustment was reported in the wholesale and retail trade sector at 1.2%. The largest concentration of employees (55.0%) was in the education, health and social services sector.

Average Annual Percentage Wage Adjustments by Month

	2006		
	September	**October**	**November**
Sectors			
Public Sector	2.5	2.9	3.1
Private Sector	2.6	1.2	1.4
All Industries/Jurisdictions			
Average Annual Adjustment	2.5	1.7	2.6
Non-COLA	2.5	1.7	2.6
COLA	2.5	-	-
First-Year Adjustment	2.5	2.1	2.6
Non-COLA	2.5	2.1	2.6
COLA	2.4	-	-
Industries			
Primary Industries	-	4.0	3.0
Utilities	2.6	2.8	-
Construction	3.8	-	-
Manufacturing	2.7	2.8	1.7
Wholesale and Retail Trade	-	0.9	1.2
Transportation	2.5	1.8	4.0
Information and Culture	0.5	-	-
Education, Health and Social Services	2.5	3.0	3.0
Entertainment and Hospitality	-	3.2	-
Public Administration	-	2.9	2.5

	2006		
	September	**October**	**November**
Jurisdictions			
Newfoundland and Labrador	-	-	1.7
Prince Edward Island	2.9	-	-
Nova Scotia	3.8	3.0	2.9
New Brunswick	2.7	-	-
Quebec	2.5	-	3.2
Ontario	3.0	1.2	2.1
Manitoba	2.6	2.0	2.7
Saskatchewan	-	-	2.0
Alberta	3.8	3.9	4.0
British Columbia	2.4	3.6	-
Federal Jurisdiction	2.4	2.4	2.5

Average Annual Percentage Wage Adjustments by Quarter

	2005	2006		
	4th	**1st**	**2nd**	**3rd**
Sectors				
Public Sector	1.6	2.2	2.8	2.7
Private Sector	2.1	2.5	2.2	2.5
All Industries/Jurisdictions				
Average Annual Adjustment	1.7	2.2	2.7	2.6
Non-COLA	1.6	2.2	2.8	2.6
COLA	2.5	2.9	2.3	2.5

	2005	2006		
	4th	1st	2nd	3rd
First-Year Adjustment	1.4	2.0	2.9	2.2
Non-COLA	1.3	2.0	2.9	2.2
COLA	2.7	3.0	2.3	2.4
Industries				
Primary Industries	2.2	1.5	2.7	-
Utilities	3.1	2.6	1.7	2.6
Construction	-	-	3.7	3.5
Manufacturing	2.6	2.1	1.8	2.5
Wholesale and Retail Trade	1.1	1.7	2.1	-
Transportation	2.5	2.2	2.8	2.0
Information and Culture	2.1	3.3	2.4	0.5
Finance and Professional Services	2.2	2.5	2.5	2.5
Education, Health and Social Services	1.6	2.1	2.8	2.6
Entertainment and Hospitality	1.9	2.7	3.1	2.9
Public Administration	1.6	2.7	3.0	2.8
Jurisdictions				
Newfoundland and Labrador	1.5	1.5	2.0	-
Prince Edward Island	3.0	-	2.8	2.9
Nova Scotia	3.3	-	3.1	3.3
New Brunswick	3.0	3.8	1.2	3.0
Quebec	1.6	2.1	1.6	1.7
Ontario	2.8	2.7	2.9	2.9
Manitoba	2.9	2.4	3.1	2.6

	2005	2006		
	4th	1st	2nd	3rd
Saskatchewan	2.1	2.1	-	-
Alberta	2.6	3.1	3.4	3.5
British Columbia	0.1	1.6	2.7	2.8
Territories	2.7	-	3.1	-
Multiprovince	4.2	3.3	4.1	-
Federal Jurisdiction	2.2	2.3	2.6	2.2

Average Annual Percentage Wage Adjustments by Year

	2003	2004	2005	2006
Sectors				
Public Sector	2.9	1.4	2.2	2.6
Private Sector	1.2	2.2	2.4	2.1
All Industries/Jurisdictions				
Average Annual Adjustment	2.5	1.8	2.3	2.5
Non-COLA	2.5	1.7	2.2	2.5
COLA	2.6	3.1	2.6	2.5
First-Year Adjustment	2.5	1.1	2.1	2.4
Non-COLA	2.6	0.9	2.1	2.4
COLA	2.2	3.2	2.8	2.5
Industries				
Primary Industries	2.6	3.1	2.1	2.9
Utilities	2.4	3.1	2.6	2.5
Construction	2.8	2.7	2.5	3.5

	2003	2004	2005	2006
Manufacturing	2.5	2.4	2.5	2.0
Wholesale and Retail Trade	1.2	1.5	1.9	1.1
Transportation	1.6	0.6	2.9	2.1
Information and Culture	1.5	2.7	2.4	2.8
Finance and Professional Services	2.8	1.3	2.3	2.5
Education, Health and Social Services	3.3	0.9	2.1	2.6
Entertainment and Hospitality	2.6	2.7	1.9	2.9
Public Administration	2.3	2.4	2.4	2.8
Jurisdictions				
Newfoundland and Labrador	3.1	1.0	2.1	1.6
Prince Edward Island	3.2	2.4	2.5	2.9
Nova Scotia	3.3	4.7	3.2	3.1
New Brunswick	2.8	4.1	3.0	2.9
Quebec	2.1	2.6	1.6	1.7
Ontario	3.3	3.0	2.7	2.5
Manitoba	2.9	2.6	2.9	2.6
Saskatchewan	3.0	1.0	1.9	2.1
Alberta	3.0	3.1	3.0	3.4
British Columbia	1.3	-1.6	0.5	2.5
Territories	2.5	3.0	3.0	3.1
Multiprovince	1.1	2.7	4.1	3.5
Federal Jurisdiction	1.8	1.6	2.6	2.3

Note: *Data for 2006 cover the months of January through November.*

Public and Private Sector Percentage Wage Adjustments, a Chronological Perspective since 1985

Year	Public	Private	All
1985	3.8	3.3	3.7
1986	3.6	3.0	3.4
1987	4.1	3.8	4.0
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.5
1998	1.6	1.8	1.7
1999	2.0	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5

Year	Public	Private	All
2004	1.4	2.2	1.8
2005	2.2	2.4	2.3
2006	2.6	2.2	2.5

Note: *Data for 2006 cover the months of January through November.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 50kb).

Source: Labour Policy and Workplace Information, HRSDC—Labour Program.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

OTHER DETAILED TABLES

Other detailed tables include the number of agreements, employees and durations by month, quarter and year for all sectors—public and private, jurisdictions, and industries. The data is available at other detailed tables (PDF format, 314kb).

Major Settlements Reached in November 2006

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Primary Industries				
Hudson Bay Mining and Smelting Co., Limited Flin Flon, Manitoba United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) mine employees	680	3.0	36.0	Dec 31, 2008
1 agreement	**680**	**3.0**	**36.0**	
Manufacturing				
Lear Corporation Kitchener, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC) plant and maintenance employees	750	0.0	48.0	Dec 31, 2010
Rolls-Royce Canada limitée Lachine, Quebec International Association of Machinists and Aerospace Workers (AFL-CIO/CLC) production employees	850	3.3	47.8	Mar 27, 2010
2 agreements	**1,600**	**1.8**	**48.0**	
Wholesale and Retail Trade				
Dominion Stores province-wide, Newfoundland and Labrador National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC) retail employees	1,700	1.7	36.0	Dec 06, 2009

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Fortino's Supermarket Ltd. Hamilton, Ontario; Brampton, Ontario; Burlington, Ontario; and Toronto, Ontario United Food and Commercial Workers International Union (AFL-CIO/CLC) retail employees	5,000	0.8	56.0	Jun 12, 2011
Liquor Control Commission of Manitoba province-wide, Manitoba Manitoba Government and General Employees' Union (CLC) administrative services employees; retail employees; warehouse employees	750	2.5	35.9	Mar 29, 2009
3 agreements	**7,450**	**1.2**	**49.4**	
Transportation				
City of Edmonton Edmonton, Alberta Amalgamated Transit Union (AFL-CIO/CLC) bus drivers; transit supervisors; service and maintenance employees	1,800	4.0	36.1	Dec 28, 2008
1 agreement	**1,800**	**4.0**	**36.0**	
Education, Health and Social Services				
Carleton University Ottawa, Ontario Canadian Union of Public Employees (CLC) lecturers	530	6.0	24.0	Aug 31, 2008
Carleton University Ottawa, Ontario Canadian Union of Public Employees (CLC) teaching assistants	1,500	3.0	24.0	Aug 31, 2008

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Carleton University Ottawa, Ontario Carleton University Academic Staff Association (CLC) professors; librarians	830	5.0	36.0	Apr 30, 2009
Extendicare (Canada) Inc. Regina, Saskatchewan; Moose Jaw, Saskatchewan; and Saskatoon, Saskatchewan Service Employees International Union (AFL-CIO/CLC) health service employees	580	2.0	12.0	Mar 31, 2005
Extendicare (Canada) Inc. Regina, Saskatchewan; Moose Jaw, Saskatchewan; and Saskatoon, Saskatchewan Service Employees International Union (AFL-CIO/CLC) health service employees	580	2.0	36.0	Mar 31, 2008
McMaster University Hamilton, Ontario Canadian Union of Public Employees (CLC) teaching assistants	2,200	2.6	36.0	Aug 31, 2009
Mount Royal College Calgary, Alberta Mount Royal Faculty Association (Independent-local) instructors; librarians	700	4.0	24.0	Jun 30, 2008
Mount Royal College Calgary, Alberta Mount Royal Support Staff Association (Independent-local) office employees; technical employees	530	4.0	24.0	Jun 30, 2009

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Nova Scotia Association of Health Organizations province-wide, Nova Scotia Canadian Union of Public Employees (CLC) health and social care professional employees; office employees; health service employees	3,640	2.9	36.0	Mar 31, 2009
Nova Scotia Association of Health Organizations province-wide, Nova Scotia National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC) health care and skilled trades employees; health service employees	2,060	2.9	36.0	Mar 31, 2009
Regional Health Authorities of Manitoba province-wide, Manitoba Manitoba Government and General Employees' Union (CLC) home care workers	5,500	2.7	48.0	Mar 31, 2009
11 agreements	**18,650**	**3.0**	**36.7**	
Public Administration				
Government of Canada Canada-wide, Multiprovince Association of Canadian Financial Officers (Independent-natl.) finance employees	3,090	2.4	36.0	Nov 06, 2007

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Niagara Regional Police Services Board Niagara Falls, Ontario Niagara Region Police Association (Independent-local) police officers	650	3.1	36.0	Dec 31, 2008
2 agreements	**3,740**	**2.5**	**36.0**	
Agreements with COLA - 0 agreement	**0**	**0.0**	**0.0**	
Agreements without COLA - 20 agreements	**33,920**	**2.5**	**39.9**	
All Agreements - 20 agreements	**33,920**	**2.6**	**39.9**	

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Source: Labour Policy and Workplace Information, HRSDC—Labour Program.

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Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Canada Post	CUPW	48,000	B	Jan 07
Government of Canada	Various unions	13,040	ARB/CO/B/ TENT	May 02–Sep 05
VIA Rail Canada	CAW-CANADA	2,680	B	Dec 06
National Research Council Canada	Various unions	1,000	B	Dec 04/Apr 05
Atomic Energy of Canada (Ont. and Que.)	Various unions	750	B	Mar/Jun 06
Private Sector				
Air Canada (wage reopeners)	CUPE	7,840	MED	Jun 06
Canadian Pacific Railway	Teamsters/UTU	6,470	B	Dec 06
Canadian National Railway	CAW-CANADA/ UTU	5,260	B	Dec 06
Expertech Network Installation (Que. and Ont.)	CEP	1,800	CO	Nov 06
Eastern Canada Car Carriers	Teamsters	1,340	B	Oct 06
Saskatchewan Wheat Pool	Grain Services Union	750	B	Jan 06

Employer	Union	Employees	Status*	Expiry Month
Provincial and Territorial Jurisdictions				
Public Sector				
Ontario Hospital Association	ONA	45,000	ARB	Mar 06
Government of Saskatchewan	SGGEU	10,000	MED/WS	Sep 06
Government of Ontario	AMAPCEO	7,300	B	Mar 06
Société de transport de Montréal	CUPE/CSN	6,250	B	Jan 07
City of Vancouver	CUPE	5,270	B	Dec 06
Health Authorities of Manitoba	MAHCP	3,300	B	Mar 06
Capital District Health Authority	NSGEU	3,100	B	Oct 06
Ottawa Hospital	CUPE	3,000	B	Sep 06
Health Authorities of Prince Edward Island	Various unions	2,340	CO/TENT	Mar 06
Government of New Brunswick	CUPE	1,640	B	Feb 06
SaskPower	IBEW	1,340	B	Dec 06
Private Sector				
Construction Industry in Quebec	Various unions	128,300	B	Apr 07
Real Canadian Superstores (Alta.)	UFCW	8,150	B	Aug 06
Fishery Products Intl. Ltd. (N.L.)	CAW-CANADA	2,500	CO	Mar 05
Bruce Power	CUPE	2,480	TENT	Dec 06

Employer	Union	Employees	Status*	Expiry Month
Construction Management Bureau Limited (N.S.)	Various unions	1,600	B	Apr 06
Saint John Construction Association	LIUNA/UBCJ	1,400	TENT	Jun 06
Xstrata Nickel (Ont.)	CAW-CANADA	1,050	CO	Jan 07
Iron Ore Company of Canada (N.L.)	Steelworkers	1,000	B	Feb 07

*
ARB Arbitration
B Bargaining
B/WS Bargaining after work stoppage
CO Conciliation
MED Mediation
M/WS Mediation after work stoppage
PAB Post-arbitration bargaining
PCB Post-conciliation bargaining
PMB Post-mediation bargaining
TENT Tentative settlement
WS Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
Construction Industry in Quebec	COPE/CSN	45,321	Apr 07
City of Montréal	Various unions	17,800	Dec 06
Capital District Health Authority	NSGEU	4,800	Oct 06
City of Québec	Various unions	4,020	Dec 06
Nova Scotia Association of Health Organizations	Nurses	4,000	Oct 06
Government of Yukon	PSAC	2,800	Dec 06
Government of Nunavut	PSAC	2,100	Sep 06

Major Work Stoppages

Major work stoppages involving 500 or more employees from **December 15, 2006 to January 4, 2007.**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

Employer, Location, Union and Employees	Issues	Starting	Ending
Goodyear Canada, province-wide, Ontario United Steelworkers, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial Service Workers International Union 500 production employees	Not available	Oct 5/2006	Jan 2/2007
Government of Saskatchewan, province-wide, Saskatchewan Saskatchewan Government and General Employees' Union 1,600 government employees	Pending grievances, pension plan and benefits	Dec 20/2006 Rotating strike	

Collective Agreement Expiries and Reopeners

The calendars of expiries and reopeners for 2007, covering 500 or more employees, are now available on the Web site at Calendars of Expiries and Reopeners.

Coming in the Next *Bulletin*

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Reader's Corner
- Etc.

For More Information

Please feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

For more information, please contact:

Client Services at 1-800-567-6866

Ottawa-Gatineau area at 1-819-997-3117

Web site at http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

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